

A green wavy line representing a hill. On the hill, there are five black silhouettes of people in various walking poses, moving from left to right.

## Indiana Department of Education

Glenda Ritz, NBCT  
Indiana Superintendent of Public Instruction

### **SCHOOL PERFORMANCE AWARDS**

#### **What are the qualifications to receive a School Performance Award?**

The School Performance Award was added by HEA 1001 (the Biennial Budget) during the 2013 Legislative Session of the General Assembly. It awards certain highly effective and effective teachers with cash stipends. These stipends are based on a formula described in [IC 20-43-10-3](#), which incorporates school-level data to determine which highly effective and effective teachers will receive the stipend.

#### **How does the formula work? What data is used to determine the total award amount for each school?**

As determined by the General Assembly, the award formula is based on each school's State achievement test scores. Each school's ISTEP and ECA achievement scores will be used in the calculation of a school's award amount; this includes ISTEP Math, English Language Arts, Social Studies and Science as well as the school's ECA English 10, Algebra 1, and Biology 1 results. If applicable, the award may also include an amount determined by each school's non-waiver graduation rate. The Department has created a graphical representation of the award calculation as described in the aforementioned legislation.

#### **How will the award be distributed? Must a school apply for this award for its teachers and must the school enter into a contract with the Department?**

There will be no application process for this award nor will a contract be necessary. The awards are determined using data from the 2014-2015 school year; the Department must wait on the availability of that data. School corporations will receive the total amount of funds generated by each school no later than December 5, 2015. These funds are not subject to bargaining.

#### **Who is eligible for this award?**

All public schools, including charters, are eligible to receive an award if the school implemented a Staff Performance Evaluation program during the 2014-2015 school year as described in IC 20-28-11.5. That statute also requires schools to rate teachers in one of the four categories (Highly Effective, Effective, Improvement Necessary, and Ineffective). If a school did not implement a Staff Performance Evaluation program during the 2014-2015 school year as described in IC 20-28-11.5, the school will not be eligible to receive a School Performance Award. Additionally, the cash stipend must be paid only to teachers rated Effective or Highly Effective in eligible schools.

A green wavy line representing a hill spans the width of the header. Silhouettes of five people are shown walking up the hill from left to right. The first person is a small child, followed by two adults, and the last is a person in a graduation cap.

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### **Are all teachers, who have received a rating of highly effective and effective, eligible to receive this award?**

Yes, the 2015 General Assembly amended IC 20-43-10-3, which defines the term "teacher" for purposes of this award. The change expands the definition of teacher to include those teachers working within an interlocal, joint services or cooperative setting to qualify for the award. For purposes of this award, the term "teacher" now means a professional person whose position with a:

- (1) school corporation;
- (2) special education cooperative established under IC 20-35-5;
- (3) cooperative career and technical education program;
- (4) special education program established by an interlocal agreement under IC 36-1-7;
- (5) joint program agreement established under IC 20-26-10; or
- (6) charter school;

requires a license (as defined in IC 20-28-1-7) and whose primary responsibility is the instruction of students.

### **Will an application or contract be required?**

Unlike the similarly named "Excellence in Performance Grant", an application and contract will NOT be required. The award will be distributed in a single payment to school corporations. The funds should be receipted into Fund 0100 general using receipt account 3293.

### **Can highly effective and effective teachers in the corporation receive the same cash stipend?**

No, per IC 20-43-10-3 the governing body shall differentiate between the amount of the stipend awarded to a teacher rated as a highly effective teacher and a teacher rated as an effective teacher and may differentiate between school buildings. A stipend to an individual teacher in a particular year is not subject to collective bargaining and is in addition to the minimum salary or increases in salary set under IC 20-28-9-1.5.

### **Can the award be added to the base salary?**

In addition, an amount determined under the policies adopted by the governing body but not exceeding fifty percent (50%) of the amount of a stipend to an individual teacher in a particular state fiscal year beginning after June 30, 2015, becomes a permanent part of and increases the base salary of the teacher receiving the stipend for school years beginning after the state fiscal year in which the stipend is received.



**When is the deadline for the corporation to distribute the funds?**

The school corporation shall complete the appropriation process for all stipends from the School Performance Award to individual teachers before December 31 of the state fiscal year in which the performance grant is distributed. Additionally, the school corporation shall distribute all stipends from a performance grant to individual teachers before the immediately following January 31. Any part of the performance grant not distributed as stipends to teachers before February must be returned to the Department on the earlier of the dates set by the Department or June 30 of that state fiscal year.

**Please email questions to [schoolperformance14@doe.in.gov](mailto:schoolperformance14@doe.in.gov).**